

STUDENT FEES ADVISORY COMMITTEE (SFAC)
FY2023 PROGRAM QUESTIONNAIRE

U N I V E R S I T Y of
HOUSTON

COUGARS IN RECOVERY

SFAC2023 Questionnaire

Prepared by John Shiflet, MSW, Program Director of Cougars in Recovery

1. **Executive Summary:** *Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.*

Cougars in Recovery's Mission Statement, revised in Fall 2019: Providing a continuum of support that bolsters success in recovery, academics, and professional pursuits that prepare students to confidently enter into the workforce.

Cougars in Recovery's Vision Statement, revised in Fall 2019: To create an environment where recovering students can experience a reclamation of agency in the areas of education, self-efficacy, leadership, and professional opportunities.

Cougars in Recovery Values, revised in Fall 2019: Community, connection, support, engagement, stewardship, empowerment, integrity, accountability, and respect. CIR fulfills its mission by providing community members support and opportunities in the areas of academics, recovery, social activities, community engagement, and professional and leadership development.

- a. Academic support is offered through referring students to on-campus academic resources and through offering individualized coaching and academic guidance from CIR staff. In addition, CIR scholarships are offered to alleviate the financial burden of our community members.
- b. Recovery support is provided through on campus recovery housing, recovery coaching, twelve step meetings, daily peer lead Community Check-In's and referrals to mental health resources both on and off campus.
- c. Social activities are promoted by recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, twenty-four-hour access to

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the CIR GroupMe, and the CIR lounge, a safe substance-free space, where students can gather and socialize.

- d. Professional development is fostered through Career Ready Coogs, which focuses on developing skills in the areas of resume building, interviewing, professionalism, and networking.
 - e. Leadership development is promoted through the Source of Strength (SOS) Leadership Program. SOS is a mentorship initiative that pairs incoming freshmen and transfer students with an existing leader in the CIR community. Mentees gain confidence, interpersonal effectiveness, life skills, and exploration of career paths through their participation. Similarly, mentors gain interpersonal effectiveness, life skills, confidence in their ability to lead a team, and application of the Four Agreements tenants to their role as a mentor.
- 2. Organizational Chart of the Cougars in Recovery Department: Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.**

Dr. Suzy Harrington, DNP, RN, MCHES Assistant Vice President for the Division of Student Affairs – Health and Well Being
Mr. John Shiflet, MSW Program Director Cougars in Recovery
Ms. Mary Clara Musgrove, B.S. Program Manager Cougars in Recovery
Ms. Makayla Napier Graduate Assistant Cougars in Recovery

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3. **Cougars in Recovery Strategic Initiatives and Action Steps for 2020-2021: List your unit's strategic initiatives and action steps identified for the 2020-2021 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these items.**

a. **Student Success**

Provide quality recovery programming and support services to UH students and CIR members that helps students flourish in their academics and recovery.

Related DSAES Strategic Initiative: Student Success and Champion exceptional opportunities and services to support all UH students.

Related UH Goal:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

i **Student Success**

FY21 GPA: 3.495 (30 community members)

Recovery rate for FY21: 96%

ii **Graduating Members**

CIR recognized eight graduates for the 2020-2021 academic year at the annual Graduation Celebration in December 2020. Four of those community members graduated in December 2020.

iii **Alumni Updates**

Of the four graduating students, one member earned a career position, another is in the process of applying to graduate programs, one is enrolled in post-baccalaureate classes and awaiting graduate school admissions decisions, and one is applying for career positions. One of CIR's alumni was accepted into MIT's geology graduate research program.

iv **Virtual Programming**

Community Check-In

Community check-in services extended beyond the Spring 2020 semester and into the summer. CIR staff saw a need to support students through the summer due to students reporting increased mental health symptoms. The continuation of Community Check-In allowed students to be supported the entire year and not

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just during fall and spring semester. This is not something CIR has ever done in the past. Fall and Spring check-in attendance is tied to an incentive of earning priority enrollment for the following semester for those who attended 85% of their check-in's. Summer participation was not tied to any incentives, which makes the voluntary participation that much more significant. This totaled to 18 touchpoints of students utilizing this service.

Graduation Celebration

The annual Graduation Celebration, that honors all of the CIR graduating members for the academic year, took place virtually this year. This is the first virtual event for CIR of its kind and staff is pleased to report that 50 attendees were present to honor the accomplishments of the graduating members. (250 participants usually)

b. Resources

Cougars in Recovery will continue to work towards establishing an external advisory board; that its sole purpose is to raise funding and bring in additional donors for program sustainability.

Related DSAES Strategic Initiative: Resources: Evaluate, actively pursue, and leverage resources to enhance the UH experience.

Related UH Goal: Competitive Resources: UH will build a resource base that enables it to accomplish its mission and realize its vision.

Resource Initiative

In collaboration with the DSAES development officer, CIR has assembled an external advisory board. Currently the board has five members that are committed to a two-year term. Each board member has made a gift of \$1,000 to sit on the board. The board is made up of one CIR alumnus and four leaders in the treatment industry and recovery community here in Houston with a stake in the success of CIR program.

c. Partnerships

Continue to strengthen partnerships with Fortis Academy and Archway Academy (Recovery High Schools), Teen and Family Services, Palmer Drug Abuse Program and Cornerstone Recovery (Alternative Peer Groups) in order to create a path for emerging adults to join the CIR Community by December 2020.

Related DSAES Strategic Initiative: Division Cohesion: Create and foster a cohesive division identity, culture, and community.

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Related UH Goal: Community Advancement: UH will commit to fulfilling regional and state workforce needs while becoming the primary engine of social, economic, and intellectual development.

Partnership Initiative

CIR did meet virtually with Teen and Family Services, Archway Academy, and Palmer Drug Abuse Program to share the recovery support services CIR provides its community members. Additionally, CIR has scheduled events with these organizations for when business resumes in person.

d. Division Cohesion

Create new relationships with three departments within DSAES in order to expand resources and provide support for those departments. Maintain current relationships with Residential Life and Student Housing, Career Services, Student Accessibility Center, CAPS, and Center for Student Involvement.

Related DSAES Strategic Initiative: Division Cohesion: Create and foster a cohesive division identity, culture, and community.

Related UH Goal: Community Advancement: UH will commit to fulfilling regional and state workforce needs while becoming the primary engine of social, economic, and intellectual development.

Division Cohesion Update

CIR and Student Housing and Residential Life collaborated to relocate CIR's Living Learning Community Recovery Housing to a three-story townhouse in Bayou Oaks that can house up to 13 students. CIR continues to collaborate with the Career Service Center to provide CIR community member with three walk-in sessions a semester to help community members with professional development. CIR and Center for Student Involvement continue to collaborate on our Source of Strength leadership program. CIR continues to refer students to the Student Accessibility Center to provide our community members with accommodations with their substance use and mental health disorders. Additionally, CIR staff focused on developing the CIR External Advisory Board to assist with fund raising efforts in order for CIR staff to turn its focus on developing relationships with departments within the division.

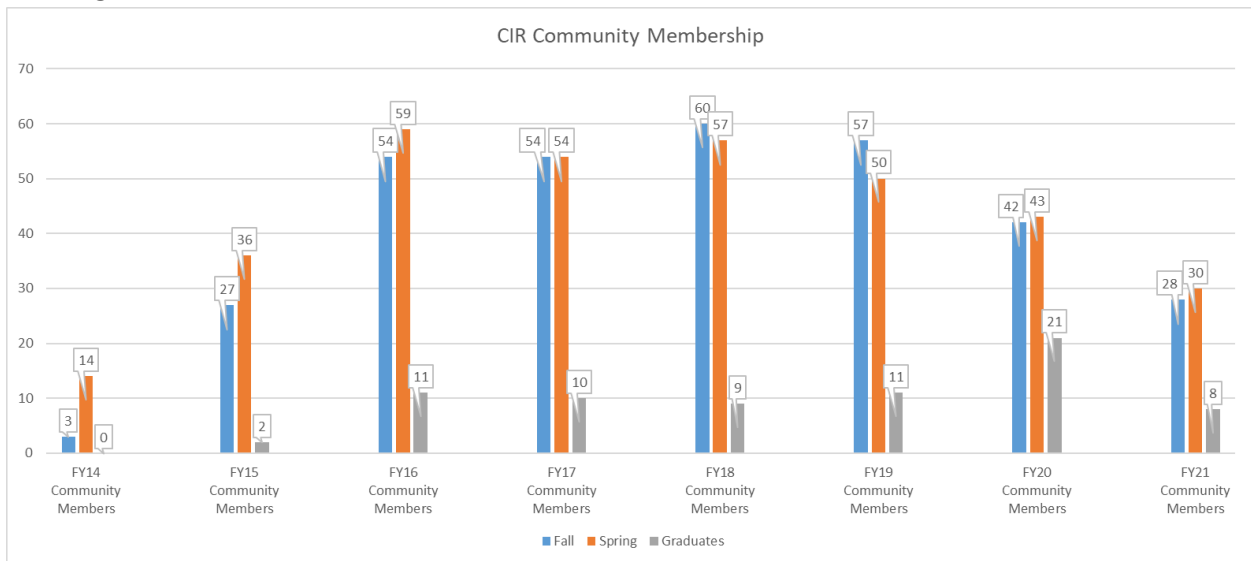
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4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

In the following pages, there are three charts depicting the success, growth, and utilization of the Cougars in Recovery program.

Figure #1, titled *CIR Program Utilization Numbers*, depicts the number of CIR members that have participated in CIR programming since the program began. Figure #2, labeled *CIR Service Utilization – Individual Touchpoints*, these touchpoints are made of the number of participants in each service CIR provides. Figure #3, CIR Community Check In, reflects the number of students that have attended the weekly peer-to-peer lead process group. All CIR programming continued virtually during this time to continue to provide recovery support services. CIR staff has students sign in at every event they attend to collect data of how often they are participating and what they are participating in.

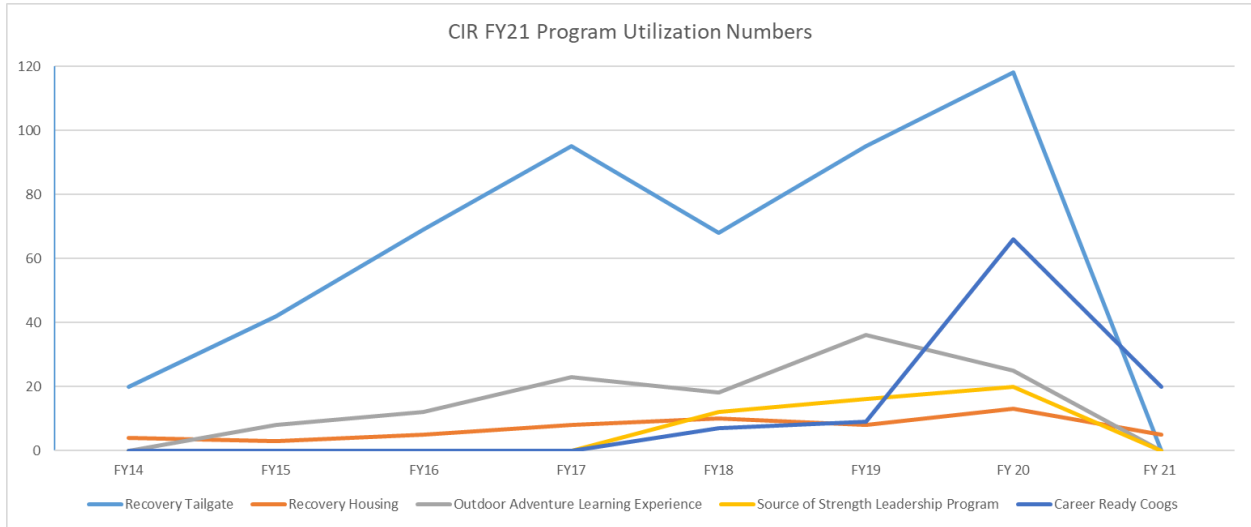
CIR Program Utilization



CIR Service Utilization

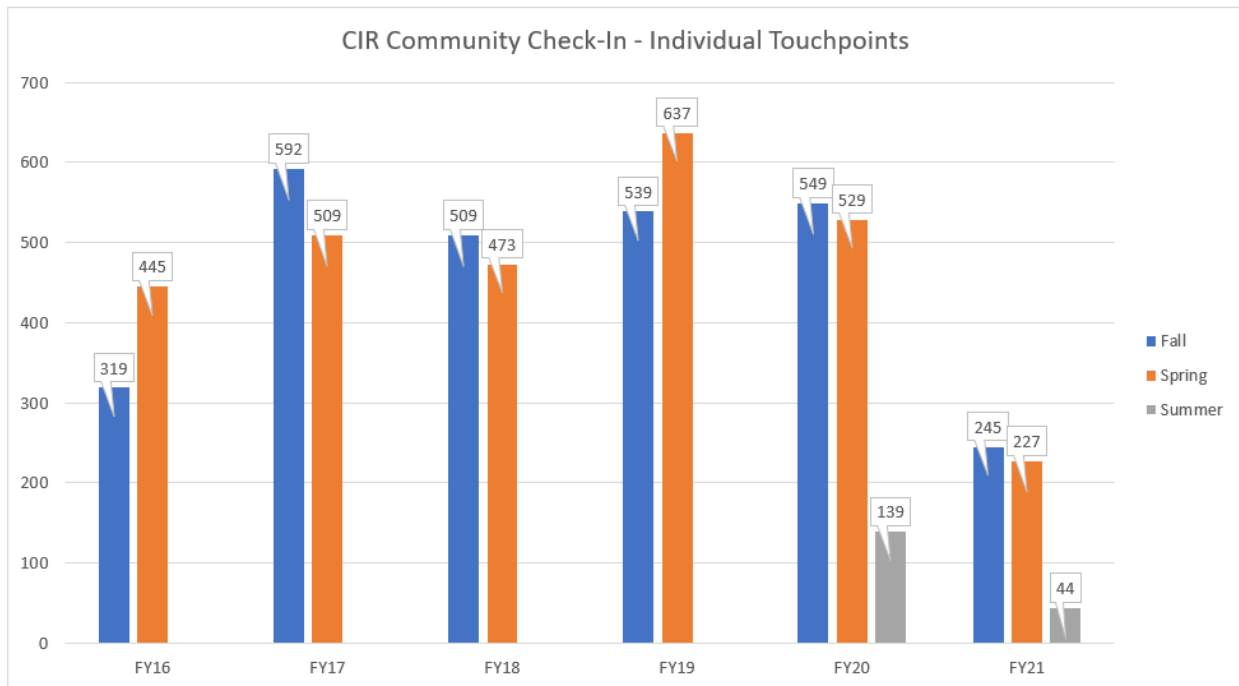
The table below reflects the utilization numbers for Recovery Tailgates, Recovery Housing, Recovery Ally Trainings, Outdoor Adventure Learning Experiences, the Source of Strength Leadership Program and Career Ready Coogs from FY17 through FY21. In March of Spring 2020, all programming shifted from face to face to virtual services in response to COVID-19 precautionary measures. This explains the decrease of utilization numbers in most programming. Some programming had zero participants because it was no longer being offered due to Covid-19 restrictions. This includes Outdoor Adventure Learning Experience, Source of Strength Leadership program, and Recovery Tailgates.

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CIR Community Check-In

The table below reflects the individual touchpoints for the community check-in service from FY16 to FY21. For FY20 community check-in services extended beyond Spring 2020 and into the summer, which is why attendance was recorded for Summer 2020. For FY21, community check-in attendance data includes participation from over the winter break. Historically, CIR has not offered community check-in's over the summer or winter break. However, due to all programming being virtual CIR staff offered these services for students to utilize.



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- 5. Please discuss any budget or organizational changes experienced since your last (FY2022) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections.**

In FY 21, CIR experienced both a budget and organization change. In February, the program director and his wife added a new family member and it increased his insurance benefits by \$750. SFAC funds the salary and benefits for his position. In June FY 21, the program manager resigned. By August of FY 21, CIR filled the position with a new program manager at the same salary and benefits as the previous program manager, so there was no change in the dollar amount allocated for this position. Additionally, CIR utilized the one-time dollars awarded last year from the Student Fee Advisory Committee to on board a graduate Assistant. The one-time dollars for the salary and benefits of the program manager and the graduate assistant have made a positive impact by allowing CIR staff delegate responsibility in order to focus more on student success. This success is evident in CIR community members ability to maintain their recovery and mental health due to more individualized support.

The Annual Graduation Celebration was held virtually this year. It was not as well attended as it normally is due to covid and being online. There were approximately 50 individuals who attended the event and it raised \$5,000. We are excited that the event will be returning in person. We believe we will quickly rebound back to the normal 250 participants, as we have had in past years. In collaboration with the CIR External Advisory Board, CIR hopes to raise \$25,000 at this year's upcoming event.

- 6. If your unit concluded FY2021 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a line item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).**

This is not applicable to CIR.

- 7. Please list your 2022-2023 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.**

a. CIR Strategic Goal #1: Student Success

To deliver programming that focuses on recovery, mental health, and well-being in order for students to have an opportunity to thrive.

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Action Steps to Accomplish Initiative:

This goal will be complete when CIR community members have maintained their mental health and recovery status, as well as progressed academically from one semester to the next.

Related DSAES Strategic Initiative: Student Success: Champion exceptional opportunities and services to support all UH students.

Related UH Strategic Goal: Student Success: UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

b. CIR Strategic Goal #2: Resources

CIR staff will make contact with recovery high schools and alternative peer groups across the country. Creating these new relationships will allow for prospective students to consider CIR and UH as a school of choice for their educational and recovery journey.

Action Steps to Accomplish Initiative:

CIR staff will connect with three recovery high schools and alternative peer groups across the country to introduce our programming as a resource for these organizations and recruit students to join the CIR community.

Related DSAES Strategic Initiative: Resources: Evaluate, actively pursue, and leverage resources to enhance the UH experience.

Related UH Strategic Goal: Competitive Resources: UH will build a resource base that enables it to accomplish its mission and realize its vision.

c. CIR Strategic Initiative #3: Partnerships:

CIR staff will resume offering the Recovery Ally Training to faculty, staff, and students to create awareness and knowledge of the CIR program and how to support individuals who are experiencing substance related issues.

Action Steps to Accomplish Initiative:

CIR will know this goal is completed when two Recovery Ally Trainings have been facilitated and we have educated a minimum of 50 faculty, staff, and students to become recovery allies.

Related DSAES Strategic Initiative: Partnerships: Forge and strengthen partnerships to expand our reach into the university and greater community.

Related UH Strategic Goal: Competitive Resources: UH will build a resource base that enables it to accomplish its mission and realize its vision.

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d. CIR Strategic Initiative #5: Division Cohesion

CIR staff will participate in professional development workshops, continuing education, and activities offered through the Professional Development committee to enhance staff skills in the areas of higher education, student development, and professional growth.

Action Steps to Accomplish Initiative:

Incoming staff will have accomplished this goal when they have participated in a minimum of three activities provided through the Professional Development Committee.

Related DSAES Strategic Initiative: Partnerships: Forge and strengthen partnerships to expand our reach into the university and greater community.

Related UH Strategic Goal: Competitive Resources: UH will build a resource base that enables it to accomplish its mission and realize its vision.

- 8. Recognizing that the potential to generate additional Student Service Fee income for FY2022 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total FY2022 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made.**

Currently, SFAC funds the salary and benefits of the program director. This position is essential to the day-to-day operations of the program. If this position's salary and benefits were cut by 5% it would put this position in jeopardy of being vacant and it would be very difficult to fill due to the uniqueness of the qualification of the position. All other funding is self-generated through advancement and development of relationships with potential private donors.

- 9. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet.**

Two proposals totaling \$75,000 have been awarded. The John P. McGovern Foundation, an organization that contributes to local health charities, supported CIR with a gift of \$50,000 for the eighth consecutive year. The Hildebrand Foundation supports faith-based organizations serving the poor and needy in Houston. This generous organization gifted \$25,000 to CIR, for the fifth consecutive year. In Fall 2019, a \$30,000 endowed scholarship was generously provided to the CIR program by the family of a CIR alumni specifically designated for recovery

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housing. In the Spring of 2020, CIR received two additional endowments. Both are for \$25,000 and go towards awarding students' academic scholarships.

CIR is requesting additional funding from the Student Fee Advisory Committee to allow CIR staff to focus on developing programming to better support students in their recovery and mental health. Additionally, this funding will allow CIR staff to do more outreach to recruit new community members to support, both on and off campus.

10. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.

Cougars in Recovery is currently one of six interconnected departments within the Health and Well-Being portfolio of the Division of Student Affairs and Enrollment Services. These departments include Counseling and Psychological Services (CAPS), University Health Services, Campus Recreation, UH Wellness, the Student Accessibility Center, and Cougars in Recovery. CIR is the first and only collegiate recovery community in the Houston area; and as such, is setting the standard for collegiate recovery in Houston.

This program is open to all students in recovery from alcohol and other addictions who are enrolled throughout the University of Houston System. The services CIR offers to students at the University of Houston are unique and the first of its kind, as such, facets of CIR do not overlap with any existing departments or services on campus. The CIR program offers many resources and activities to community members.

Utilizing recovery housing provides students with the opportunity to fully experience college life while living on campus in an environment where their peers have committed to live substance free. Students are offered five opportunities to attend twelve-step meetings each week to maintain stability and accountability in recovery while participating in campus life as a student. The CIR lounge is available to students 24 hours a day to study, relax, watch television, play games, and socialize with others in recovery between classes and in the evenings.

Accountability is achieved primarily through the weekly Community Check-In meeting where students receive peer feedback after sharing their feelings, successes, struggles, recovery program status, gratitude, and affirmations. Students learn skills for facing their struggles and receive referrals to helpful resources, with the reassurance that others are on this journey with them. Camaraderie and community service are integral components of the program.